

**Equal Employment Opportunity Data Posted  
Pursuant to the No Fear Act:  
Defense Finance & Accounting Service Complaint  
Activity**

**Data as of June 30, 2004 - End of Third Quarter FY  
2004**

*(All tables include 29 CFR §1614.705 Comparative Data (Previous Fiscal Year Data))*

**29 CFR §1614.704(a) - (c)**

**Complaint Activity**

	<b>FY2004 end of 3rd Qtr</b>	<b>2003</b>	<b>2002</b>	<b>2001</b>	<b>2000</b>	<b>1999</b>
<b><u>1. Number of Complaints Filed in FY</u></b>	70	118	147	117	151	NA
<b><u>2. Number of Complainants</u></b>	67	106	125	99	137	NA
<b><u>3. Repeat Filers</u></b>	3	9	12	10	8	NA

**29 CFR §1614.704(d)**

**4. Number of Complaints Raising Each of the Various Bases of Alleged  
Discrimination**

	<b>FY2004 end of 3rd Qtr</b>	<b>2003</b>	<b>2002</b>	<b>2001</b>	<b>2000</b>	<b>1999</b>
<b><i>Race</i></b>	35	58	82	64	79	NA
<b><i>Color</i></b>	8	14	13	23	27	NA
<b><i>Religion</i></b>	0	0	3	2	6	NA
<b><i>National Origin</i></b>	4	21	7	10	15	NA
<b><i>Sex (including Equal Pay Act complaints)</i></b>	28	48	54	48	73	NA
<b><i>Disability</i></b>	17	55	30	35	25	NA
<b><i>Age</i></b>	21	41	48	37	34	NA

<b>Reprisal</b>	31	60	59	48	51	NA
<b>Other</b>	NA	NA	NA	NA	NA	NA

**29 CFR §1614.704(e)**

## **5. Number of Complaints Raising Each of the Various Issues of Alleged Discrimination**

[illegible]

<b><i>Denied</i></b>	1	0	3	2	1	NA
<b><i>Directed</i></b>	2	2	4	8	2	NA
<b><i>Reasonable Accommodation</i></b>	6	13	8	9	6	NA
<b><i>Reinstatement</i></b>	0	0	0	0	0	NA
<b><i>Retirement</i></b>	1	0	1	1	1	NA
<b><i>Termination</i></b>	7	6	8	3	5	NA
<b><i>Terms/Conditions of Employment</i></b>	1	8	19	10	10	NA
<b><i>Time and Attendance</i></b>	5	14	13	4	6	NA
<b><i>Training</i></b>	2	5	4	4	9	NA
<b><i>Other</i></b>	0	7	11	12	17	NA

## 29 CFR §1614.704(f)

### 6. Average Length of Time to Complete Each Stage of the Complaint Process

	2004 3rd Qtr	
	Number	Average Days
<b><i>All complaints pending in Investigative Stage</i></b>	45	269
<b><i>All complaints pending in Final Agency Action Stage</i></b>	73	670
<b><i>All complaints pending in which Hearing was not requested</i></b>	33	
<b><i>Time in Investigation Stage</i></b>	16	295
<b><i>Time to issue Final Agency Action</i></b>	29	470
<b><i>All complaints pending in which a Hearing was requested</i></b>	69	
<b><i>Time in Investigation Stage</i></b>	29	267
<b><i>Time to issue Final Agency Action</i></b>	44	802

## 29 CFR §1614.704(g)

### 7. Complaints Dismissed by Agency Pursuant to 1614.107(a)

	2004 3rd Qtr	2003	2002	2001	2000	1999
<b>Total Complaints Dismissed by Agency</b>	33	23	41	34	42	data not available
<b>Average days pending prior to dismissal</b>	46	56	134	190	387	

## 29 CFR §1614.704(h)

### 8. Final Agency Actions Involving a Finding Discrimination

	2004 3rd Qtr		2003		2002		2001		2000		1999	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	1	100	3	100	1	100	2	100	0		NA	
<b>Without EEOC Admin. Hearing</b>	0		0		0		0		0		NA	
<b>With EEOC Admin. Hearing</b>	1	100	3	100	1	100	2	100	0		NA	

## 29 CFR §1614.704(i)

### 9. Final Agency Actions Rendered Involving a Finding of Discrimination by Basis

	2004 3rd Qtr		2003		2002		2001		2000		1999	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		3		1		2		0		NA	
<b>Number Findings Rendered Without Hearing</b>	1		0		0		0		0		NA	
<b>Race</b>	0		0		0		0		0			
<b>Color</b>	0		0		0		0		0			
<b>Religion</b>	0		0		0		0		0			
<b>National Origin</b>	0		0		0		0		0			
<b>Sex (include Equal Pay Act)</b>	0		0		0		0		0			
<b>Disability</b>	0		0		0		0		0			
<b>Age</b>	0		0		0		0		0			
<b>Reprisal</b>	0		0		0		0		0			
<b>Number Findings Rendered After Hearing*</b>	1		3		1		2		0	0	NA	
<b>Race</b>	0		1	17	0		2	40	0			
<b>Color</b>	0		1	17	0		0		0			
<b>Religion</b>	0		0		0		0		0			
<b>National Origin</b>	0		0		0		0		0			
<b>Sex (include Equal Pay Act)</b>	0		0		1	50	2	40	0			
<b>Disability</b>	1	100	1	17	0		0		0			
<b>Age</b>	0		0		0		0		0			
<b>Reprisal</b>	1	100	3	50	1	50	1	20	0			

*\*Note: Complainants may allege several issues and bases, therefore, the percentage is based on the total of each issue or basis (Ex: # findings rendered after hearing by basis for FY03= 6) . The figures have been rounded off and may not equal to 100%..*

## 29 CFR §1614.704(j)

### 10. Final Agency Actions with a Finding of Discrimination by Issues

	2004 3rd Qtr		2003		2002		2001		2000		1999	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		3		1		2		0		NA	
<b>Findings Without Hearing</b>	0		0		0		0		0		0	
<b><i>Appointment/Hire</i></b>	0		0		0		0		0		0	
<b><i>Assignment of Duties</i></b>	0		0		0		0		0		0	
<b><i>Awards</i></b>	0		0		0		0		0		0	
<b><i>Conversion to Full-time</i></b>	0		0		0		0		0		0	
<b><i>Disciplinary Action</i></b>	0		0		0		0		0		0	
<b><i>Demotion</i></b>	0		0		0		0		0		0	
<b><i>Reprimand</i></b>	0		0		0		0		0		0	
<b><i>Suspension</i></b>	0		0		0		0		0		0	
<b><i>Removal</i></b>	0		0		0		0		0		0	
<b><i>Other</i></b>	0		0		0		0		0		0	
<b><i>Duty Hours</i></b>	0		0		0		0		0		0	
<b><i>Evaluation Appraisal</i></b>	0		0		0		0		0		0	
<b><i>Examination/Test</i></b>	0		0		0		0		0		0	
<b><i>Harassment</i></b>	0		0		0		0		0		0	
<b><i>Non-Sexual</i></b>	0		0		0		0		0		0	
<b><i>Sexual</i></b>	0		0		0		0		0		0	
<b><i>Medical Examination</i></b>	0		0		0		0		0		0	
<b><i>Pay (Including</i></b>	0		0		0		0		0		0	

<b>Overtime)</b>												
<b>Promotion/Non-Selection</b>	0		0		0		0		0		0	
<b>Reassignment</b>	0		0		0		0		0		0	
<b>Denied</b>	0		0		0		0		0		0	
<b>Directed</b>	0		0		0		0		0		0	
<b>Reasonable Accommodation</b>	0		0		0		0		0		0	
<b>Reinstatement</b>	0		0		0		0		0		0	
<b>Retirement</b>	0		0		0		0		0		0	
<b>Termination</b>	0		0		0		0		0		0	
<b>Terms/Conditions of Employment</b>	0		0		0		0		0		0	
<b>Time and Attendance</b>	0		0		0		0		0		0	
<b>Training</b>	0		0		0		0		0		0	
<b>Other</b>	0		0		0		0		0		0	
<b>Findings After Hearing*</b>	0		3		1		2		0	0	NA	
<b>Appointment/Hire</b>	0		0		0		0		0		0	
<b>Assignment of Duties</b>	1	100	1	17	0		0		0		0	
<b>Awards</b>	0		0		0		0		0		0	
<b>Conversion to Full-time</b>	0		0		0		0		0		0	
<b>Disciplinary Action</b>	0		0		0		0		0		0	
<b>Demotion</b>	1	100	0		0		0		0		0	
<b>Reprimand</b>	0		0		0		0		0		0	
<b>Suspension</b>	0		0		0		0		0		0	
<b>Removal</b>	0		0		0		0		0		0	
<b>Other</b>	0		0		0		1	33	0		0	

<b>Duty Hours</b>	0		0		0		0		0		0	
<b>Evaluation Appraisal</b>	1	100	1	17	0		1	33	0		0	
<b>Examination/Test</b>	0		0		0		0		0		0	
<b>Harassment</b>	0		0		0		0		0		0	
<b>Non-Sexual</b>	1	100	0		0		0		0		0	
<b>Sexual</b>	0		0		0		0		0		0	
<b>Medical Examination</b>	0		0		0		0		0		0	
<b>Pay (Including Overtime)</b>	0		1	17	0		0		0		0	
<b>Promotion/Non-Selection</b>	1	100	2	33	1	100	0		0		0	
<b>Reassignment</b>	0		0		0		0		0		0	
<b>Denied</b>	0		0		0		0		0		0	
<b>Directed</b>	0		0		0		0		0		0	
<b>Reasonable Accommodation</b>	0		0		0		0		0		0	
<b>Reinstatement</b>	0		0		0		0		0		0	
<b>Retirement</b>	0		0		0		0		0		0	
<b>Termination</b>	0		0		0		0		0		0	
<b>Terms/Conditions of Employment</b>	0		0		0		1	33	0		0	
<b>Time and Attendance</b>	0		0		0		0		0		0	
<b>Training</b>	0		1	17	0		0		0		0	
<b>Other</b>	1	100	0		0		0		0		0	

*\* Note: Complainants may allege several issues and bases, therefore, the percentage is based on the total of each issue or basis (Ex: # findings after hearing by issue for FY03= 6). The figures have been rounded off and may not equal to 100%.*

## 29 CFR §1614.704(k)



### 11. Number of Complaints Pending in which the Agency has not Completed the Investigation

	2004 3rd Qtr	2003	2002	2001	2000	1999
<b>Total complaints from previous Fiscal Years</b>	76	175	169	168	233	data not available
<b>Total Complainants</b>	44	133	127	129	182	
<b>Number complaints pending [as of 9/30 --per EEOC's request]:</b>						
<b>Investigation</b>	1	73	60	77	96	data not available
<b>ROI issued, pending Complainant's action</b>	0	2	2	3	4	
<b>Hearing</b>	70	36	34	41	31	
<b>Final Agency Action</b>	5	64	73	47	102	
<b>Appeal with EEOC Office of Federal Operations</b>	32	NA*	NA*	NA*	NA*	
*Accurate data not available.						

## 29 CFR §1614.704(I)

### 12. Complaints Pending the Completion of Investigation

	2004 end of 3rd Qtr	2003	2002	2001	2000	1999
<i>Number Pending Completion of Investigation</i>	26	72	73	60	77	data not available
<i>Pending Investigations Over Required Time Frames</i>	10	23	24	13	23	

Last updated: